



WASHOE COUNTY

"Dedicated To Excellence in Public Service"

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CM/ACM _____
Finance N/A
DA DWR
Risk Mgt. ICE
HR _____
Other _____

STAFF REPORT

BOARD MEETING DATE: December 8, 2015

DATE: November 16, 2015
TO: Board of County Commissioners
FROM: John Listinsky, Director of Human Resources/Labor Relations
jlistinsky@washoecounty.us, 328-2089
THROUGH: Joey Orduna Hastings, Assistant County Manager
jhastings@washoecounty.us, 328-2000

SUBJECT: Performance evaluation for the Washoe County Manager, including (but not limited to) discussion of goals and results of County Manager; consider and possibly take action regarding current compensation and approve corresponding changes to existing [or] approve new employee agreement. (All Commission Districts.)

SUMMARY

Performance evaluation for the Washoe County Manager, including (but not limited to) discussion of goals and results of County Manager; consider and possibly take action regarding current compensation and approve corresponding changes to existing [or] approve new employee agreement.

Strategic Objective supported by this item: Regional and Community Leadership

PREVIOUS ACTION

On October 28, 2014 the Board of County Commissioners conducted the performance evaluation of the Washoe County Manager and approved a 5% merit increase and extended the employment agreement to October 28, 2018.

On November 12, 2013, Mr. Slaughter was appointed and entered into an employment agreement as Washoe County Manager pursuant to NRS 244.125 to NRS 244.135 inclusive. Pursuant to the terms established, the contract shall continue until June 30, 2015, at the end of which the agreement may be renewed for successive periods each year by the Board of County Commissioners without the necessity of executing a new employment agreement.

BACKGROUND

On October 22, 2013, after an extensive recruitment and selection process conducted by Ralph Anderson and Associates, the Board interviewed the final slate of eight candidates and unanimously selected John Slaughter as the next County Manager.

AGENDA ITEM 22

On November 12, 2013, an employment contract was developed and submitted to the Board for consideration, which was then approved at the meeting held on the same date.

On October 28, 2014, the Board of County Commissioners approved the first extension of the employment agreement of Washoe County Manager John Slaughter.

FISCAL IMPACT

None

RECOMMENDATION

It is recommended that the Board of County Commissioners conduct the performance evaluation for the Washoe County Manager, including (but not limited to) discussion of goals and results of County Manager; consider and possibly take action regarding current compensation and approve corresponding changes to existing [or] approve new employee agreement.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

“Move to approve conducting the performance evaluation for the Washoe County Manager, including (but not limited to) discussion of goals and results of County Manager; consider and possibly take action regarding current compensation and approve corresponding changes to existing [or] approve new employee agreement.”

Attachments



Washoe County Manager

FY2015-16 Goals

Mid-Year Update

December 1, 2015

The FY2015-16 Goals guide the County Manager's priorities during FY2015-16; additional priorities are included in the Washoe County FY16-18 Strategic Plan approved by the Board of County Commissioners in January 2015. The following is a review and status of the County Manager's FY2015-16 Goals.

1) **Focus on citizens and those we impact:**

- **Conduct comprehensive review of capital facilities planning process and implement improvements to prioritize capital needs**

Status: New Capital Improvement Plan Coordinating Committee implemented with new Capital Improvement Program (CIP) process for preparation of FY2017 budget (complementing the initiative to increase "financial intelligence"); the goal of the improved CIP budget process is to prioritize new and rehabilitation (repair and/or replacement) infrastructure projects to allocate scarce resources and maximizing the overall service delivery for County citizens.

- **Finalize new County Website implementation; implement new Department Websites**

Status: Updated website launched; new internal Intranet site ("Inside Washoe") scheduled for December 2015 launch.

- **Continue Constituent Services and Citizen Advisory Board improvements**

Status: BCC approved Citizen Advisory Board program update to improve efficiencies and enhance advisory board role. District Forums introduced and conducted to provide additional citizen input tool and conversational opportunities with elected officials and key service staff.

2) **Support effective, open decision making:**

- **Coordinate effective orientation of new BCC members**

Status: Updated process and orientation manual for 2015 resulting in successful orientation of new Commissioners and newly elected County Officials.

- **Develop updated Board Procedures and Policies for adoption by BCC**

Status: BCC adopted amendments to 2012 Washoe County BCC Rules and Procedures in January 2015. Next review and update to occur January 2016.

- **Update Washoe County Strategic Plan**

Status: Comprehensive update of Washoe County Strategic Plan process and FY16-18 Strategic Plan complete. Ongoing involvement and update with Departments and Commissioners completed for 1st quarter of FY16.

- **Improve BCC Agenda process, to include best practices and automated agenda process**

Status: Automated agenda development program set for launch January, 2016. Added BCC Agenda Meeting (third Tuesday of month) focusing on citizen and employee recognition to improve efficiency of business meetings.

- **Coordinate an open, involved process to prepare the FY15/16 Washoe County Budget**

Status: Launched new Finance/Budget Team led by Assistant County Manager for Administration/Finance; initiated new annual budget process focused on building



“financial intelligence” with departments, BCC and Citizens. Additional process improvements underway for FY17 budget.

3) Supporting Washoe County Employees:

- **Full implementation of employee recognition program**
Status: Continued weekly Employee Spotlight program; launched employee based Employee Recognition Program, reinstated summer employee picnic with over 400 employees attending; Employee Recognition Breakfast held in December-celebrated milestones for employees; additional employee recognition activities planned including “Years of Service” recognition and “Starfish” program.
- **Full implementation of succession management program**
Status: Succession management program launched September 2014: 10 Departments have Succession Management Plan completed, 7 Departments on schedule to complete Plan by end of calendar year 2015, and an additional 5 Departments scheduled for completion by June 30, 2015.
- **Conduct comprehensive review of employee training needs and implement identified new training opportunities**
Status: In coordination with Human Resources Department, two new Excellence in Public Service certificate programs will be launched in the first quarter of 2016: Essentials of SAP for Financial Staff and Essentials of SAP for Human Resources Representatives. These programs recognize the unique role and contribution of Department HR Representatives and Financial staff to the overall success of our organization. This series of courses will provide employees the knowledge, skills and tools necessary to continue to be successful within Washoe County. After accruing the required hours of classroom training, participants will be presented with a Certificate of Completion by the Washoe County Commission. Additional training opportunities continue to be identified.
- **Continue to improve workplace safety through planning, capital improvements and conducting appropriate exercises of the Washoe County Emergency Action Plan**
Status: Emergency Preparedness Committee combined with Workplace Safety Program to address emergency preparedness at County facilities; initial focus is on training and capital improvements needed to improve employee and citizen safety. Commission Chambers security improvement matrix established with items complete and in progress for enhanced safety. Department Emergency Action Plans prepared and continuously updated for all Washoe County Departments. Evacuation, lockdown, and shelter in place drills held and continue throughout organization. Implemented employee emergency notification system (Code Red) utilizing Employee Self Service (ESS) program. Countywide security services review initiated to evaluate and enhance security services at all County facilities.



OFFICE OF THE
COUNTY MANAGER



4) Economic Development:

- **Proactively review organizational infrastructure and processes to support regional economic development**
Status: Business Facilitator position created, recruited and hired November 2015. Online/regional permitting project slated for 2016 launch. Improved coordination with EDAWN, including participation in EPIC report.

5) Other Areas:

- **Finalize design phase/break ground on Medical Examiners building**
Status: Project on schedule - Design phase complete; building permits submitted; CMAR contract approved; construction contract on BCC Agenda December 8, 2015; groundbreaking scheduled December 15, 2015; new Medical Examiner's building opening anticipated in early 2017.
- **Initiate comprehensive County Code review and update**
Status: In coordination with the District Attorney's Office, initiated review of various chapters of code to include chapters 5, 15, and 65. Continue to gather input, suggestions, and feedback from Department Heads and elected officials throughout this process. Once review is completed, proposed ordinance changes will be brought before the BCC for final review and approval.
- **Finalize Animal Services Department transition**
Status: Transition complete - Regional Animal Services Department fully functioning.
- **Finalize Human Services Agency integration**
Status: BCC initiated proceedings on November 10, 2015 to amend County Code, Chapter 45 for integration of Social Services Department and Senior Services Department, and create Human Services Agency beginning July 1, 2016. FY2017 Budget to include Human Services Agency.



FY16-18 STRATEGIC PLAN

MISSION

Working together regionally to provide and sustain a safe, secure and healthy community

VALUES

- **Integrity** - We are dedicated to uncompromising honesty in our dealings with the public and each other in conformance with our code of conduct.
- **Effective Communication** - We believe in simple, accurate, and clear communication. We encourage the open exchange of ideas and information.
- **Quality Public Service** -The County exists to serve the public. We put the needs and expectations of citizens at the center of everything we do and take pride in delivering services of the highest quality.

DIRECTION

Washoe County will be the social, economic and political leadership force in Nevada and the western United States.

We will accomplish this by:

- Being forward thinking
- Financially stable
- Elevating the quality of life so our community is a great place for everyone to live, regardless of means
- Accessible to everyone we serve and representing the people
- Using the power of collaboration internally and externally

STRATEGIC PRIORITIES





STRATEGIC OBJECTIVES & FY16 GOALS

Stewardship of Our Community

See goal under Valued & Engaged Workforce.

Proactive Economic Development and Diversification

FY16 Goal- Be responsive and proactive to pending economic impacts.

There is excitement in the air throughout Washoe County and Northern Nevada. The region is emerging from the recent recession and poised for a period of significant economic growth. The County has an opportunity to play a leadership role in facilitating smart growth and a duty to proactively prepare for the increased demand on County services expected as a result.

Safe, Secure and Healthy Communities

FY16 Goal- Keep senior services on pace with rising senior population.

To be a healthy, stable community, Washoe County must be seen as a desirable place to live for people in all stages of life. As the number of seniors rises in our community, the County must make improvements in its ability to meet the unique needs of the senior population. The impact of this significant demographic shift will affect many County departments and must be addressed holistically if it is to be addressed effectively.

FY16 Goal- Enhance community safety through investing in critical infrastructure for current and future needs.

Community safety is a broad category into which much of the County's operations could reasonably fit. In FY16, the goal of enhancing community safety is focused on addressing critical infrastructure needs that have been deferred due to limited resources in the recent past. By investing in targeted infrastructure projects the County will shore up weaknesses and rebuild with an eye towards the future needs of the community.

FY16 Goal- Prepare for the impact of medical marijuana on the county.

The full impact of the legalization of medical marijuana will be felt throughout the County in FY16. By learning how to mitigate the negative consequences of medical marijuana and capitalize on the positive impacts from other regions that have legalized medical marijuana in the past, the County will proactively prepare for the expected impacts of this new regulation.

Regional and Community Leadership

FY16 Goal- Working as a professional, unified team.

The individual departments of Washoe County provide a vast array of services that each require specific knowledge and expertise. However, each department shares common goals related to enhancing the quality of life of citizens. The effectiveness and reputation of the County as a whole is enhanced by the ability of departments to work collaboratively to solve problems and address issues that are larger than any single department. In FY16, this goal will focus on improving internal and community-facing communication.

Valued, Engaged Employee Workforce

FY16 Goal- Simplify workflows to improve service delivery and customer outcomes.

The County will be seen as effective stewards of County resources based on its ability to deliver quality services efficiently. By continuing to implement fundamental review projects and identifying new projects to increase operational efficiency both within and across departments, the County will be able to increase service levels that meet or exceed pre-recession levels.



IMPLEMENTATION TEAMS

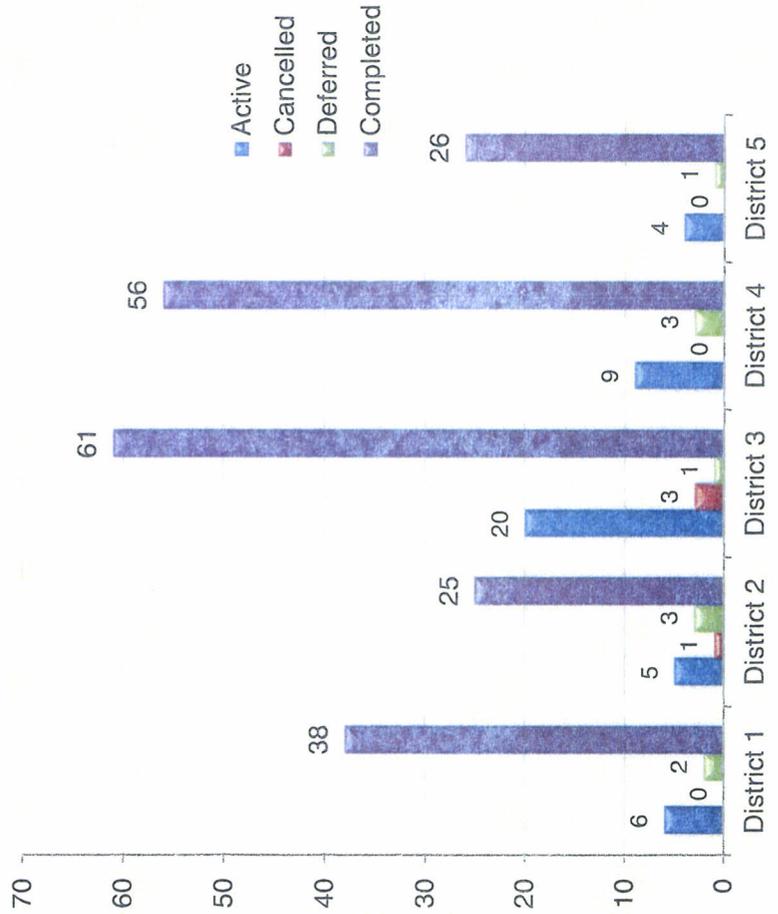
Strategic Priorities	FY16 Goals	Implementation Teams	
Proactive Economic Development and Diversification	Be responsive and proactive to pending economic impacts.	Champions	Commissioner Berkbigler Joey Orduna-Hastings
		Team Lead	Dave Solaro
		Team Members	Trevor Lloyd, Mark Mathers, Amy Ray, Bob Sack, Paul MacArthur
Safe, Secure and Healthy Communities	Keep senior services on pace with rising senior population.	Champions	Commissioner Herman Kevin Schiller
		Team Lead	Leslie Williams
		Team Members	Grady Tarbutton, Ken Retterath, Susan DeBoer, Carol Probasco, Steve Kutz, Tammy Cirrincione, Tammy Rianda, Deputy Clint Player, Deputy Shawn Marston, Gabrielle Enfield
	Enhance community safety through investing in critical infrastructure for current and future needs.	Champions	Commissioner Hartung Al Rogers
		Team Lead	Dwayne Smith
		Team Members	Dan North, Steve Calabrese, Captain Heidi Howe, Tony Kiriluk, Eric Crump, Dave Solaro
	Prepare for the impact of medical marijuana on the county.	Champions	Commissioner Jung Kevin Schiller
		Team Lead	TBD
		Team Members	Chris Hicks, Bob Webb, Charlene Albee, Lt Eric Spratley, Frank Cervantes, Liz Flores
Regional and Community Leadership	Working as a professional, unified team.	Champions	Commissioner Lucey Nancy Leuenhagen
		Team Lead	Nancy Leuenhagen
		Team Members	Jen Budge, Phil Ulibarri, Sharon Flanary, Jennifer Oliver, Jeanne Marsh, Jackie Bryant, Tammy Riada,
Valued Engaged Employee Workforce	Simplify workflows to improve service deliveries and customer outcomes.	Champions	John Slaughter Joey Orduna-Hastings
		Team Lead	Gabrielle Enfield
		Team Members	Jeremy Bosler, Jennifer Lunt, Nora Boisselle, Tammi Davis, Cathy Hill, Ben Hutchins, Kelly Mullin, Shyanne Schull, Pam Fine



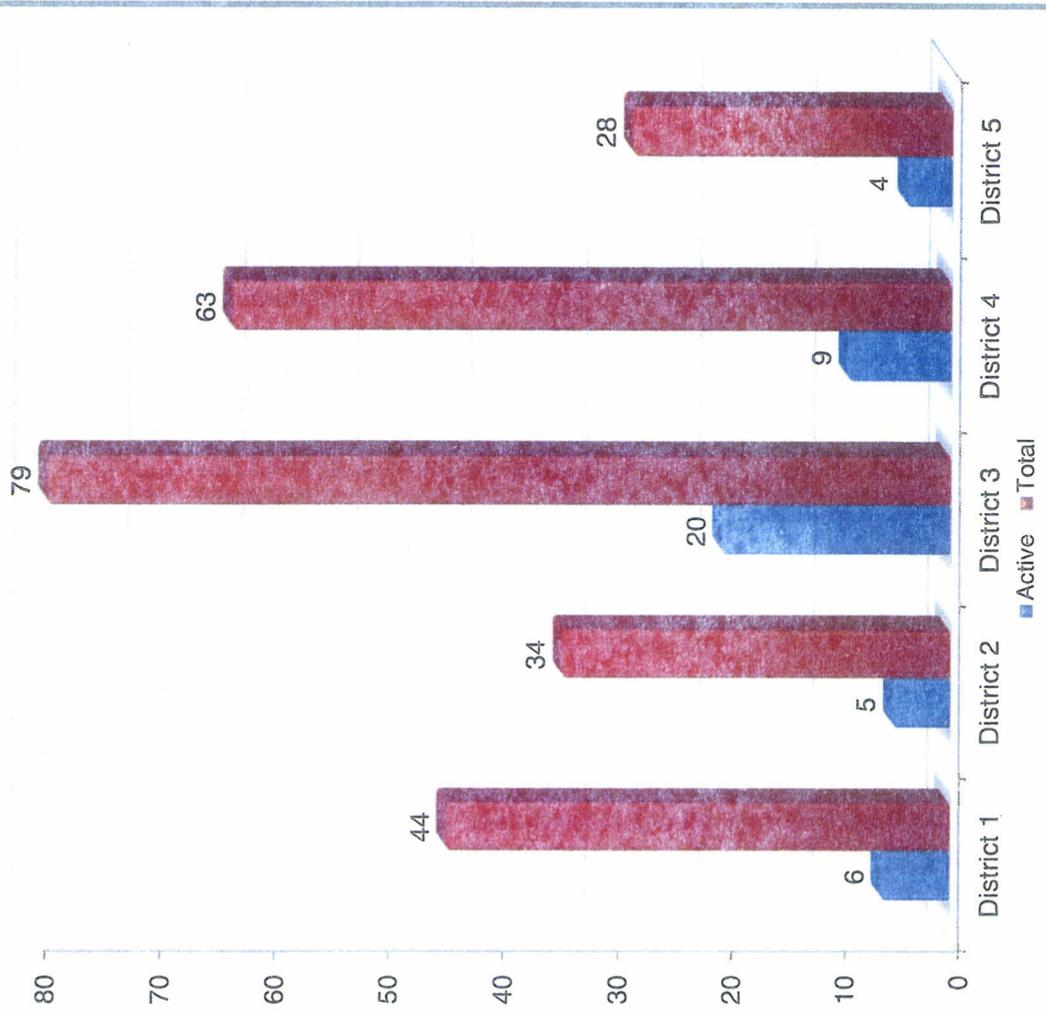
Commission Request -- Status Report November 2015

Assignments by Commission					
Commission	Active	Cancelled	Deferred	Completed	Total
District 1	6	0	2	38	44
District 2	5	1	3	25	34
District 3	20	3	1	61	79
District 4	9	0	3	56	63
District 5	4	0	1	26	28
Total	52	4	10	182	248

All Assignments by District



Active vs Total by District





Performance Feedback Survey Results

For

John Slaughter

Washoe County Manager

December 8, 2015

2015 County Manager Performance Feedback Survey

Q1 LEADERSHIP- Select the appropriate rating for each competency.

Answered: 20 Skipped: 0

	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Sets an effective example of high personal standards and integrity with the drive and energy to achieve goals	80.00% 16	15.00% 3	5.00% 1	0.00% 0	20	2.75
Inspires trust and confidence with staff, the County Commission and the public	60.00% 12	35.00% 7	0.00% 0	5.00% 1	20	2.50
Functions as an effective leader of the organization, gaining respect and cooperation from others	65.00% 13	35.00% 7	0.00% 0	0.00% 0	20	2.65
Values staff, helps staff develop a passion for their work and recognizes their contributions	65.00% 13	30.00% 6	5.00% 1	0.00% 0	20	2.60
Develops a talented team and challenges them to perform to their highest level	70.00% 14	20.00% 4	10.00% 2	0.00% 0	20	2.60

2015 County Manager Performance Feedback Survey

Q2 Add any comments here.

Answered: 6 Skipped: 14

#	Responses	Date
1	Definitely leads by example. First one in the door and last one out.	11/10/2015 2:38 PM
2	Great leadership in a very challenging system with many unplanned circumstances	11/10/2015 12:30 PM
3	I have found John to be supportive and dedicated to making sure employees know how much they are valued. We are being challenged to make certain all of our strategic objectives are being met this year.	11/3/2015 2:33 PM
4	John is respectful toward his team, and that serves to build trust and loyalty.	11/3/2015 10:22 AM
5	John is a very approachable and visible leader and truly cares about the citizens and employees of Washoe County.	11/3/2015 10:09 AM
6	Quite a large staff in the CMO and not everyone looks to be totally engaged or doing an actual full time job.	11/3/2015 9:54 AM

2015 County Manager Performance Feedback Survey

Q3 COMMUNICATION - Select the appropriate rating for each category.

Answered: 20 Skipped: 0

	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Practices timely and effective communication with County Commission, other elected officials, department heads, and staff regarding issues and concerns of the county.	45.00% 9	55.00% 11	0.00% 0	0.00% 0	20	2.45
Listens attentively and effectively	50.00% 10	50.00% 10	0.00% 0	0.00% 0	20	2.50
Speaks and writes logically, clearly, and concisely	63.16% 12	36.84% 7	0.00% 0	0.00% 0	19	2.63
Delivers logical and well-organized presentations (formal and informal)	60.00% 12	40.00% 8	0.00% 0	0.00% 0	20	2.60
Encourages and uses feedback	45.00% 9	45.00% 9	10.00% 2	0.00% 0	20	2.35

2015 County Manager Performance Feedback Survey

Q4 Add any comments here.

Answered: 4 Skipped: 16

#	Responses	Date
1	Has initiated several new communications approaches, willing to change to means to assist county and staff.	11/10/2015 12:30 PM
2	John has an acute and accurate sense of the issues. I would like to suggest that he turn off emails and texts during meetings with staff.	11/3/2015 10:22 AM
3	Still hasn't hired two key people in community to put Washoe County ahead of the region and strategy.	11/3/2015 10:02 AM
4	John is very effective as a one-on-one communicator. he has isolated himself from regular contact and communicates through intermediaries which leads to poor communication and/or lost messaging. John should feel more comfortable in talking directly to staff, etc. rather than through his ACM's.	11/3/2015 9:54 AM

2015 County Manager Performance Feedback Survey

Q5 COMMUNITY RELATIONS - Select the appropriate rating for each competency.

Answered: 19 Skipped: 1

	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Effectively represents the county in public; projects a positive public image, based on courtesy, professionalism and integrity	63.16% 12	31.58% 6	0.00% 0	5.26% 1	19	2.53
Has a successful working relationship with the news media	42.11% 8	31.58% 6	0.00% 0	26.32% 5	19	1.89
Has a successful working relationship with community stakeholders and community organizations	57.89% 11	36.84% 7	0.00% 0	5.26% 1	19	2.47
Encourages and considers community input on issues the county can impact	63.16% 12	26.32% 5	5.26% 1	5.26% 1	19	2.47
Strives to maintain citizen satisfaction with county services	68.42% 13	21.05% 4	5.26% 1	5.26% 1	19	2.53

2015 County Manager Performance Feedback Survey

Q6 Add any comments here.

Answered: 2 Skipped: 18

#	Responses	Date
1	Not a direct comment regarding John's citizen satisfaction, but sometimes I wonder whether we listen to the vocal few more than the majority as a county.	11/10/2015 2:38 PM
2	An area of strength	11/3/2015 9:54 AM

2015 County Manager Performance Feedback Survey

**Q7 INTERGOVERNMENTAL RELATIONS -
Select the appropriate rating for each
competency.**

Answered: 20 Skipped: 0

	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Accessible to leadership of other agencies and jurisdictions; displays appropriate diplomacy and tact in relationships with other agencies and jurisdictions	70.00% 14	20.00% 4	0.00% 0	10.00% 2	20	2.50
Effectively represents and promotes the county with other jurisdictions and agencies in the region and state	60.00% 12	35.00% 7	0.00% 0	5.00% 1	20	2.50
Effectively communicates and coordinates with other jurisdictions and agencies in the region and state	45.00% 9	40.00% 8	0.00% 0	15.00% 3	20	2.15
Appropriately considers the impact county projects and programs have on other jurisdictions and agencies in the region	45.00% 9	40.00% 8	0.00% 0	15.00% 3	20	2.15
Ensures that the county is represented and is appropriately involved in projects and programs sponsored by other jurisdictions and agencies that have impact on the county and/or that the county can impact	60.00% 12	25.00% 5	0.00% 0	15.00% 3	20	2.30

2015 County Manager Performance Feedback Survey

Q8

Export ▾

Add any comments here.

Answered: 0 Skipped: 20

● Responses (0) ▲ Text Analysis ● My Categories (0)

Categorize as... ▾ Filter by Category ▾ Search responses

Showing 0 responses

Q8 generated no comments as indicated in screenshot

2015 County Manager Performance Feedback Survey

**Q9 BOARD OF COUNTY COMMISSION
RELATIONS- Select the appropriate rating
for each competency.**

Answered: 20 Skipped: 0

	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Effectively implements the Board's policies, procedures, and philosophy	50.00% 10	45.00% 9	0.00% 0	5.00% 1	20	2.40
Disseminates complete and accurate information to all board members in a timely manner	40.00% 8	15.00% 3	5.00% 1	40.00% 8	20	1.55
Responds well to requests, advice and constructive criticism	45.00% 9	15.00% 3	15.00% 3	25.00% 5	20	1.80
Provides support to the board's meeting process that allows for open, transparent decision making	65.00% 13	25.00% 5	0.00% 0	10.00% 2	20	2.45
Facilitates the board's decision making without usurping authority	60.00% 12	20.00% 4	0.00% 0	20.00% 4	20	2.20

2015 County Manager Performance Feedback Survey

Q10 Add any comments here.

Answered: 1 Skipped: 19

#	Responses	Date
1	Absolute leadership with bcc and management of issues while also insuring best delivery of service-	11/10/2015 12:30 PM

2015 County Manager Performance Feedback Survey

Q11 Select the best statement for the overall evaluation of this person.

Answered: 19 Skipped: 1

Answer Choices	Responses
Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	68.42% 13
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	31.58% 6
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	0.00% 0
Total	19

2015 County Manager Performance Feedback Survey

Q12 Add any summary comments here.

Answered: 6 Skipped: 14

#	Responses	Date
1	It is an absolute pleasure to work with John in making Washoe County the leadership force in the entire region.	11/10/2015 2:40 PM
2	Mr. Slaughter is doing an outstanding job as the County Manager and it is a privilege to work with him.	11/10/2015 11:02 AM
3	Probably could be less protective of upper level staff members, one of the problems of long term employment and close associations with staff members.	11/3/2015 2:51 PM
4	I believe John Slaughter has become a wonderful County Manager. From an employee's perspective, it appears he has great respect for the job each employee does. He is most interested in carrying out the Board's wishes. He is keeping us on task with respect to meeting Strategic Objectives. John is humble and easy to talk to. He is truly appreciated.	11/3/2015 2:35 PM
5	Effective at his position. His low key demeanor is welcome.	11/3/2015 10:23 AM
6	Less isolation from County staff. Talk more and listen more, you are getting filtered information from your subordinates.	11/3/2015 9:57 AM

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 28th day of October by and between Washoe County, a political subdivision of the State of Nevada, acting by and through its Board of County Commissioners, (hereinafter referred to as "Employer"), and John Slaughter, (hereinafter referred to as "Employee"); Employer and Employee understand and agree as follows:

WITNESSETH:

WHEREAS, it is the desire of Employer to employ John Slaughter as Washoe County Manager pursuant to NRS 244.125 to NRS 244.135, inclusive, subject to the terms of this Agreement, and to memorialize certain elements of compensation and benefits, certain conditions of employment, and working conditions of said Employee; and,

WHEREAS, Employee desires to accept employment as County Manager of Washoe County as set forth herein;

NOW, THEREFORE, for and in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties.

Employer hereby agrees to employ Employee as County Manager to perform the functions and duties of County Manager of Washoe County as set forth by law, and to perform other legally permissible and proper duties as the Board of County Commissioners shall from time to time assign.

Section 2. Term.

- A. The term of this Agreement begins October 28, 2014 and by action of the Board of County Commissioners on October 28, 2014, shall continue until October 28, 2018. At the end of that term, this Agreement may be renewed for successive periods, as deemed appropriate by the Employer, unless it is terminated sooner in accordance with its terms. Renewal of this Agreement will occur by the Employer, acting through the Board of County Commissioners, taking action to ratify this Agreement and/or approving an addendum which sets forth for the renewal period: the base salary, any bonus or other monetary benefits, any other changes to the terms hereof and a commencement date.

- B. At any time during the term of this Agreement, either the Employer or the Employee may terminate the Agreement by providing thirty (30) days written notice to the other party. Notice shall be in accordance with Section 3 below.
- C. Unless terminated for cause as described in Paragraph E below, if Employer terminates the Agreement by giving thirty (30) days notice, Employer agrees to pay Employee severance pay equal to three months of the then current annual base salary of Employee. Severance pay shall be calculated from the end of the thirty (30) day notice period. Severance pay shall be in addition to any other payments for unused annual leave or other benefits that may be payable to other unclassified management employees of the County with service credit equal to that of Employee. The three months severance pay shall not include additional accrual of annual or sick leave benefits or incentive pay for the three months but Employer will make a PERS contribution for the three months severance pay.
- D. If Employee terminates the Agreement by giving thirty (30) days notice, unless a different period is agreed to in writing between Employer and Employee, Employer is not obligated to pay severance pay to Employee. Employee shall receive his then current salary during the thirty (30) day notice period or any longer period as may be agreed upon.
- E. For purposes of this Agreement, cause is defined as conduct which constitutes a crime, except for a misdemeanor traffic citation, or conduct which constitutes a knowing violation of a law or policy governing the conduct of public officers. In such event, Employer shall give written notice of its desire to terminate Employee for cause and the effective date of the termination shall be thirty (30) days after notice is given in accordance with Section 3 below. If Employee is terminated for cause, Employee shall not be entitled to severance pay.

Section 3. Notices.

When required by this Agreement, Employee shall give notice in writing personally served on the Chair of the Board of County Commissioners, or by leaving a copy in the office of the Chair. Employer shall give notice in writing by personally serving Employee or by regular mail, postage prepaid. Notice by personal service shall be deemed received on the date of delivery; notice by mail shall be deemed received three days after mailing.

Section 4. Salary.

- A. Employer agrees to pay Employee for his services rendered pursuant to this Agreement an annual base salary of \$210,849.60 for the applicable period, with an effective date of October 28, 2014. The annual base salary is payable in installments in the same manner as other employees of the Employer.
- B. At the time of the annual evaluation provided for at Section 9 below, Employee's annual salary may be adjusted by a vote of the Board as follows, :
- a. A cost of living adjustment consistent with any cost-of-living adjustment provided to all other unclassified management employees of the County; and/or,
 - b. The Board may adjust the annual salary of the Employee by increasing the base salary; and/or,
 - c. The Board of County Commissioners may also provide to Employee a bonus, or pay for performance, payable in lump sum, minus required withholdings. The amount awarded as a bonus, or pay for performance shall not be considered as part of Employee's base salary and shall not be included in determining PERS contributions. No cost-of-living adjustments will be calculated or added to the amount and payment does not obligate Employer to make a similar bonus or pay for performance available during subsequent years of this Agreement or successor agreements.
- C. Employee will receive longevity as provided to other unclassified management employees at the rate of \$100 per year of service up to a maximum annual payment of \$3,000 for 30 years or more of service.

Section 5: Benefits.

Employee shall be entitled to all annual and sick leave benefits provided for unclassified management employees, except as more specifically described or limited herein. Starting with the first pay period in a calendar year, if Employee does not use more than 32 hours of sick leave in the period commencing with the first pay period of the calendar year and ending with the last full pay period of that calendar year he shall be credited with 24 hours of personal leave in the first full pay period in January of the following year. If Employee uses more than 32 hours but no more than 40 hours of sick leave in that period he shall be credited with 8 hours of personal leave in the first full pay period in January of the following year. Personal leave accrual has no cash value and is forfeited if not used by the end of the last payroll in the calendar year in which it was accrued.

Section 6. Benefits - Other.

- A. Car Allowance: Employer agrees to pay Employee a monthly, non-PERS compensable amount of \$600.00 to be included in the first paycheck of each month. This amount constitutes reimbursement for and recognition of Employee's daily use of his personal vehicle for county purposes to include mileage, insurance, fuel and all other costs associated with such use, all of which shall be the employee's sole responsibility. This allowance shall be treated for tax purposes as provided in IRS regulation.
- B. Cellular Phone: Employer and Employee agree a business need exists for the Employee to be available by telephone, email and text both during and outside regular business hours. Employer agrees to provide employee with cellular phone and the necessary monthly cellular plan with phone, text and data capability. Such provision and use shall be in accordance with all applicable Washoe County policies regarding issuance and use of County-owned cellular telephones.
- C. Dues & Subscriptions: Employer agrees to budget and to pay for the reasonable professional dues and subscriptions of Employee necessary for his continuation and full participation in national, regional, state, and local associations and organizations necessary and desirable for his continued professional participation, growth, and advancement, and for the good of Employer. This amount shall not exceed \$1,500.00 per year.
- D. Retirement: Employer agrees to pay all contributions to the Nevada Public Employees Retirement System ("PERS") on behalf of Employee as required or limited by PERS. PERS rate contribution adjustments will be implemented in accordance with other unclassified management employees.
- E. Health Benefits: Employee is entitled to all health benefits provided to unclassified management employees.
- F. Manager's Life Insurance: Employee is entitled to management life insurance provided to unclassified management employees.

Section 7. No Reduction of Compensation and Benefits.

Except as otherwise provided herein, Employer shall not at any time during the term of this Agreement decrease the salary, compensation, or other financial benefits of Employee specified for the term of the Agreement without the consent of Employee unless Employee is

incapacitated to perform the services required hereunder and has exhausted available leave, or to the degree such a decrease is across-the-board for all unclassified management employees of Employer.

Section 8. Professional Development.

To the extent allowed by law and as may be consistent with Washoe County's travel ordinance, Employer hereby agrees to budget for and to pay the reasonable travel and subsistence expenses of Employee for short courses, institutes, seminars, and conferences, adequate to continue the professional development of Employee. This amount shall not exceed \$3,000.00 per year.

Section 9. Expectations and Annual Evaluation.

- A. The Board of County Commissioners, with Employee's input, agrees to adopt priorities and expectations for Employee each year annually on the anniversary of this Agreement during the term of this Agreement. The Board's adoption of priorities and expectations for the Employee shall coincide with Employee's evaluation as provided in Paragraph B below. The priorities and expectations may be added to or deleted as the Board of County Commissioners may from time to time determine, in consultation with Employee.
- B. Each year prior to or as near as possible to the commencement date of this contract, which date is October 28, 2014, or 30 days before or after that date, unless otherwise mutually agreed by the Employee and Employer acting by and through the Chairman of the Board of County Commissioners, the Board of County Commissioners will review and evaluate Employee's performance in accordance with the provisions of the Open Meeting Law. Employee must contact the Chair of the Board at least thirty days prior to his anniversary date in order to schedule Employee's annual evaluation. The evaluation shall be based upon the priorities and expectations developed as provided in Paragraph A above. The evaluation process will be jointly developed and mutually agreed upon by Employer and Employee.

Section 10. Entire Agreement.

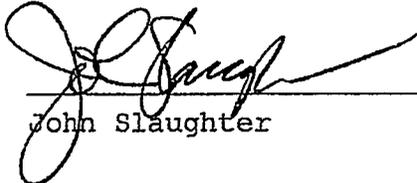
The text of this Agreement, and any subsequent Addendum, constitute the entire agreement between the parties and supersedes all prior Employment Agreements between the parties, rendering them from and after execution of this null and void. This Agreement may be amended only by a written instrument executed by both Parties.

Section 11. Severability.

If any provision of this Agreement is held to be illegal, invalid, or unenforceable by a court of competent jurisdiction, the parties shall, if possible, agree on a legal, valid, and enforceable substitute provision that is as similar in effect to the deleted provision as possible. The remaining portion of the Agreement not declared illegal, invalid, or unenforceable shall, in any event, remain valid and effective for the term remaining unless the provision found illegal, invalid, or unenforceable goes to the essence of this Agreement.

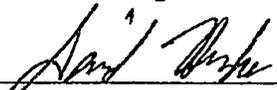
IN WITNESS WHEREOF, the Board of County Commissioners has caused this Agreement to be signed and executed on its behalf by its Chair, and duly attested by the Clerk, and the Employee has signed and executed this Agreement, all on the day and year first above written.

Employee



John Slaughter

Board of County Commissioners
Washoe County

By 

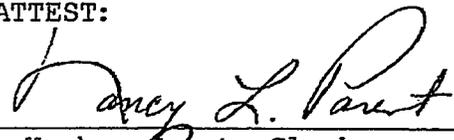
David Humke, Chairman

APPROVED AS TO FORM:



Paul Lippafelli
Assistant District Attorney

ATTEST:



Nancy L. Parant
Washoe County Clerk